

**MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (“CSEA”) and its
SADDLEBACK CHAPTER 616 and
SADDLEBACK VALLEY UNIFIED SCHOOL DISTRICT (“DISTRICT”)
OCTOBER 20, 2022**

Article IV Pay Practices

A. Basic Salary Schedule

Upon ratification of this agreement, all Classified Salary Schedules shall be increased by 7.5% plus 1% for a total of 8.5% ongoing salary for the 2022-23 school year. The increase shall be retroactive to July 1, 2022.

A one-time off-schedule payment of one and one-half percent (1.5%), based on the salary after the 8.5% raise has been applied, shall be applied to salary to be paid on the December 10, 2022 pay warrant to all CSEA bargaining unit members active on the date of CSEA ratification.

For the July 1, 2022 through December 31, 2022 benefit period, any unspent portion of the district contribution of \$23,000 per employee average, will be paid on or before the April 10, 2023 pay warrant and shall be distributed to all CSEA bargaining unit members active on the date of CSEA ratification, as a percentage. This agreement shall not be precedent setting and shall not apply to future years.

Ongoing salary increase shall also be applied to:

F. Longevity Pay

L. Professional Growth

Article VI Non-Salary Benefits

Insurance Program

Upon ratification of this agreement, the annual district contribution to health benefits shall be \$23,000 prorated in the following manner:

- \$10,195 employee only
- \$21,404 employee plus spouse/domestic partner
- \$18,349 employee plus child(ren)
- \$30,579 employee plus family (spouse/domestic partner plus child(ren))

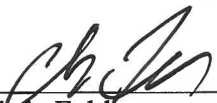
The above amounts shall be effective on January 1, 2023 and shall sunset on December 31, 2023.

For the 2024 benefit year, the district annual contribution to the health benefits shall be no less than an average of \$15,300 per employee.

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OCTOBER 20, 2022**


California School Employee Association

Saddleback Valley Unified School District



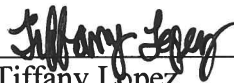
Chris Felde
Chapter President for CSEA
Chapter 616

10/20/22
Date



Dr. Darvin Jackson
Assistant Superintendent, Human Resources

10.20.22
Date



Tiffany Lopez
CSEA Labor Relations Representative

10/20/22
Date

**TENTATIVE AGREEMENT
BETWEEN THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION and its
SADDLEBACK CHAPTER 616
and
SADDLEBACK VALLEY UNIFIED SCHOOL DISTRICT
September 28, 2022**

Article IV Pay Practices

A. Basic Salary Schedule

7.5% ongoing increase to the salary schedule for the 2022-2023 school year retroactive to July 1, 2022.

Ongoing salary increase shall be applied to:

F. Longevity Pay

L. Professional Growth

Article VI Non-Salary Benefits

A. Insurance Programs

Effective January 1, 2023, the District **shall provide a one-time** contribution to health benefits **contribution (equivalent to 4.36%) in the following amounts shall be no lower than:**

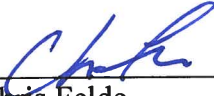
- \$6,782 **\$10,195** employee only
- \$14,238 **\$21,404** employee plus spouse/domestic partner
- \$12,206 **\$18,349** employee plus child(ren)
- \$20,342 **\$30,579** employee plus family (spouse/domestic partner plus child(ren))

The above District contribution shall sunset at the conclusion of the 2023 benefit year.

In the event any other employee group receives a greater unit wide on or off salary schedule increase and/or increase to the District's contribution to health benefits during the 2022-2023 school year, CSEA shall have the right to reopen negotiations to determine distribution of the difference.

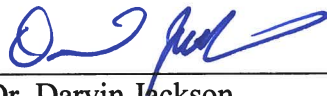
California School Employee Association

Saddleback Valley Unified School District


Chris Felde
Chapter President for CSEA Chapter 616

9-29-22

Date


Dr. Darvin Jackson
Assistant Superintendent, Human Resources

9-29-22

Date


Tiffany Lopez
CSEA Labor Relations Representative

9/29/22

Date